



University of Wisconsin - La Crosse

**Drug-Free Schools and Campuses Regulations [Edgar Part 86]  
Biennial Review: Academic Years 2018-2019 & 2019-2020**

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A handwritten signature in black ink that reads "Joe Gow".

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Approved by Joe Gow, Chancellor

January 2021

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## **I. INTRODUCTION**

The Drug Free Schools and Communities Act requires educational institutions to conduct a biennial review of their program to determine their effectiveness, and to ensure that the disciplinary sanctions described are consistently enforced.

In the fall semester of 1990, the University of Wisconsin - La Crosse (UWL), after consultation with faculty, students and staff, developed an implementation statement as required by the Drug Free Schools and Communities Act. This statement, which is updated every two years, provides a description of the legal sanctions under federal and Wisconsin law, University disciplinary sanctions that may be imposed, a description of health risks associated with the use of illicit drugs and alcohol, and a listing of the University's alcohol and other drug prevention, counseling and treatment resources. This statement, which is distributed annually to all students and staff and promulgated in the Student Handbook (electronic version available at <https://www.uwlax.edu/student-life/student-resources/student-handbook>) makes it clear that it is the intent of UWL to follow the regulations and support the intent of the law.

UWL provides programs and services which are intended to educate and prevent illegal substance use and abuse and to strictly enforce alcohol and controlled substances policies and laws. These programs are reviewed and revised on an ongoing basis. This review is intended to meet the requirements of the Drug Free Schools and Communities Act.

### **Student Right to Know and Campus Security Act:**

The Student Right to Know and Campus Security Act became effective on November 8, 1990. The law required disclosure by September 1, 1992 of criminal activity on campus during the previous three years as available and annual distribution to all students and staff. Included in the report are current statistics on campus for liquor law violations, drug abuse violations, and other information that supplements the Drug Free Schools and Communities Act. The University of Wisconsin - La Crosse Annual Security Report is attached to this review and incorporated herein.

## **II. BIENNIAL REVIEW PROCESS**

The biennial review covers the academic years 2018-2019 and 2019-2020. The review process began in February, 2020 and ended in December, 2020. Information and data were collected from each of the departments specified below, compiled, approved, and finally, reviewed and approved by the Chancellor of the University of Wisconsin – La Crosse, Joe Gow. Current biennial reviews are hosted on the University of Wisconsin – La Crosse website at <https://www.uwlax.edu/wellness/alcohol-prevention-and-education/alcohol--drug-related-conduct/>. Biennial reviews are kept for four years, and any individual may request a copy of past or current biennial reviews by emailing the Coordinator of Student Wellness at [wellness@uwlax.edu](mailto:wellness@uwlax.edu).

## **UW - La Crosse Biennial Review Committee Members:**

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Charissa Jakusz  
Assistant Dean of Students

Lisa Weston  
Assistant Director of Residence Life

Allen Hill  
Chief of University Police

Kim Blum  
Director of Intercollegiate Athletics

### **III. Annual Policy Notification Process**

UWL distributes the Standards of Conduct and University Sanctions Concerning Illicit Drugs and Alcohol Policy to students, faculty, and staff annually. The policy is distributed to all enrolled students, including all continuing education students and students enrolled in at least one class for academic credit. All staff and faculty members also receive a copy of the policy. The policy is distributed within the University of Wisconsin - La Crosse Annual Security Report via email in October of every year. Distribution via email allows us to reach students who are taking classes on-campus, as well as students taking classes off-campus, abroad, and online. In addition, we are able to reach all faculty and staff, whether they are working on-campus or off-campus. Any student, faculty, or staff member, including those who enter the institution after the policy is distributed, may access the policy at any time by reading the University of Wisconsin - La Crosse Annual Security Report (<https://www.uwlax.edu/student-life/student-resources/annual-security-report/>.)

Please see Appendix A: University of Wisconsin - La Crosse Standards of Conduct and University Sanctions Concerning Illicit Drugs and Alcohol for the full text of the policy.

Any individual may request a printed copy of past or current alcohol policies through the Annual Security Report by visiting the Student Life Office during normal business hours (Monday through Friday, 7:45 a.m. to 4:30 p.m.) at 149 Graff Main Hall at 1725 State Street, La Crosse, WI 54601 or by emailing [StudentLife@uwlax.edu](mailto:StudentLife@uwlax.edu).

#### IV. Alcohol and Other Drug Prevalence Rate, Incident Rate, Needs Assessment and Trend Data

UWL continues to monitor patterns of student alcohol consumption. The data is used to develop prevention programs and services for students. The surveys we administer on our campus include the National College Health Assessment, administered in the Spring of every third year (2015, 2018). In order to align with partnering universities in the University of Wisconsin System we will be administering this again in the Spring of 2021. The results from the 2015 and 2018 National College Health Assessment are included below.

Table 1. Alcohol and other drug use among students at the University of Wisconsin - La Crosse, 2015 and 2018 (American College Health Association National College Health Assessment). "Total" represents weighted average according to sex.

	2015			2018		
	Male	Female	Total	Male	Female	Total
Consumed alcohol within the past year	86.9	87.4	87.1	69.1	92.6	88.2
Consumed alcohol within the 30 days	78.3	75.7	76.3	61.8	82.2	77.9
Binge drank in the past two weeks	Data not available	Data not available	Data not available	45.5	41	41.3
Used marijuana within the past year	47.9	34.6	38.7	45.4	43.9	44
Used marijuana within the past 30 days	21.7	13.3	15.8	32.7	22.6	24.6
Used illegal drugs (except marijuana) within the past year	Data not available	Data not available	Data not available	18.2	10.5	12.2
Got in trouble with the police	Data not available	Data not available	Data not available	11.1	4.9	5.7

In addition, UWL also tracks alcohol and drug-related violations, incidents, and fatalities among UWL students. Information in the table reflects data reporting protocols consistent with the Annual Security Report. The statistics reported for liquor law and

drug law violations represented the number of people arrested or referred to campus judicial authorities.

Table 2. Alcohol and drug-related violations among students at the University of Wisconsin - La Crosse (data taken from the Annual Security Report).

<b>Violation</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Drug law violations</b>	158	160	138	85	76
<b>Liquor law violations</b>	832	654	501	509	282
<b>Alcohol and other drug related admissions to local ER</b>	Data not collected	Data not collected	Data not collected	Data not collected	3
<b>Alcohol and other drug related ambulance transports/calls for service</b>	Data not collected	Data not collected	Data not collected	Data not collected	3
<b>Alcohol and drug fatalities</b>	0	0	0	0	0

## **V. Alcohol and Other Drug Policy, Enforcement and Compliance Inventory**

### **Residence Life Policy:**

The University has a resident population of approximately 3,400 students who live in 11 residence halls. By signing their residence hall contract, these students agree to abide by the rules and regulations of the University as promulgated in Office of Residence Life (ORL) Policies and Procedures and the Eagle Eye Student Handbook. ORL Policies and Procedures are available on their website at: <https://www.uwlax.edu/reslife/orl-resources/policies--procedures/>.

Students in violation of alcohol policies, including underage drinking or possession of alcoholic beverages, are sanctioned through appropriate disciplinary systems depending whether or not the student lives in campus housing or off-campus. Interventions may include in-hall discipline, an online education course (Think About It), required attendance at alcohol education sessions (BASICS program), referral for chemical dependency assessment, and citation by law enforcement officials. In severe cases, students' housing contracts may be terminated. In addition, suspension/expulsion hearings are held in accordance with UWS Chapter 17 (Nonacademic Discipline).

**Who handles the incident:**

- If a student is cited in a residence hall AND they live on campus, ORL will complete the sanctioning.
- If a student is cited in a residence hall and they do NOT live on campus, Student Life Office (SLO) will complete the sanctioning.
- If a student is cited on campus but not in a residence hall, SLO will complete the sanctioning.
- If a student is cited off-campus, referral is made to SLO for review and sanctioning (even if student lives in a residence hall).

**Residence Life sanctioning options include:**

- On first offense for alcohol or other drugs (typically marijuana), Think About It online education course (charge \$50).
- On second offense BASICS (alcohol) or CASICS (marijuana) (charge \$100).
- Contract cancellation considered after repeated offenses or extreme behavior.
- If housing contract is cancelled, the case is referred to the Student Life Office with recommendation that status as a student be reviewed.
- Parents will be contacted when there is concern about a student's behavior.

**Intercollegiate Athletes Policy:**

Student-athletes enrolled at the University of Wisconsin - La Crosse should reflect the high standards of honesty and integrity as set by the NCAA for the conduct of intercollegiate athletics. As an NCAA member institution, UWLa Crosse strives to fulfill our educational mission and shares a right and responsibility to preserve order and encourage ethical, responsible behavior through the formulation of standards of conduct for student athletes in the intercollegiate athletics program.

Team membership and participation are privileges that have certain responsibilities. It is imperative that student athletes recognize the significance of their behavior as visible members of the campus and local communities. In addition, athletes represent the University of Wisconsin - La Crosse, the Intercollegiate Athletics Program and their team at all times. Athletes shall conduct themselves in a courteous, conscientious manner that reflects positively upon all they represent. Their conduct shall be in accordance with the general university policies. They are also expected to conform to all federal, state, and local laws.

As a condition of team membership, athletes must comply with the policies and procedures of the NCAA or national governing body, the Wisconsin Intercollegiate Athletics Conference (WIAC) and the Intercollegiate Athletics Program throughout the academic year. In addition, athletes are subject to all the rules and regulations that are required for individual participation on your specific team.

A University of Wisconsin - La Crosse student-athlete should compete with pride and respect for their university as well as their opponents. Fair, sports-like actions are encouraged and expected by all student-athletes.

## **VI. Alcohol and Other Drug Comprehensive Program/Intervention Inventory**

Our campus recognizes that student alcohol and other drug use is a leading college health concern, and that substance abuse is a campus-wide concern. Education and awareness activities are provided by numerous campus departments, student groups, and staff. Wellness and Health Advocacy, Counseling and Testing, Residence Life, Student Activities & Centers, the Student Health Center, Athletics, and University Police all provide education and awareness about the effects of substance use on our campus.

### **UWL AODA Prevention Program Activities:**

- **Coordinator of Student Wellness:** This is a full-time, 11-month position devoted to coordinating campus prevention activities, providing classroom or group presentations and seminars, and developing programs and resources. The Coordinator manages the Wellness and Health Advocacy Office, writes and coordinates federal and local grants, and serves as the liaison to the UW System AODA Coordinators group. Additionally, the Coordinator is responsible for long-term strategic planning regarding AODA prevention efforts.
  - Topics include: Alcohol and other drug abuse, healthy relationships, stress management, prevention of sexual assault/harassment, human sexuality education, physical wellness and nutrition.
  - Activities include:
    - Presentations to 3,000 first-year students per year via Transfer and New Student Orientation.
    - Classroom and residence halls programs.
    - Presentations to parents and caregivers at New Student Orientation, as well as maintaining an active website with information and resources to help equip guardians to have conversations with their students.
    - Coordination of campus-wide events including De-Stress Fest, Spring Spectacular, and Sexual Health Week.
    - Supervision and management of the Peer Health Advocacy peer education program.
    - Media and marketing campaigns, including the dissemination of “Stall Seat Journals” in the Residence Halls and health education and resources via social media.
- **AlcoholEdu (Everfi):** A web-based alcohol use prevention program required for all incoming students, transfer students, and adult learners. Previously Think About It from Campus Clarity (through Spring 2019).



- **Sexual Assault Prevention for Undergraduates (Everfi):** A web-based alcohol use prevention program required for all incoming students, transfer students, and adult learners. This program satisfies SaVE Act and Title IX requirements for prevention education. Previously Think About It from Campus Clarity (through Spring 2019).
- **Alcohol and Marijuana eCHECKUP To Go:** A web-based, personalized feedback assessment that uses an interactive, multimedia format designed to help students learn about alcohol and assess their own behavior. This program is used as an assessment tool within the BASICS and CASICS programs. This program is recommended as a best practice within the CollegeAIM by the National Institutes for Alcohol Abuse and Alcoholism (NIAAA).
- **Brief Alcohol Screening and Intervention for College Students (BASICS):** BASICS, and the marijuana-specific program CASICS, is a two-session alcohol assessment and education program offered to all UWL students who want to explore their relationship with alcohol or marijuana. Some students attend BASICS/CASICS to fulfill a requirement as a result of an alcohol-related offense, while others participate because they would like to learn moderation strategies to reduce negative consequences from their drug use. This program is based in Motivational Interviewing, and is designed to assist students in examining their own drinking behavior in a judgement-free environment. This program is recommended as a best practice within the CollegeAIM by the NIAAA.
- **CHOICES:** This brief alcohol abuse prevention and harm reduction program is administered with members of non-honorary fraternities and sororities in a group setting with the goal of helping students appreciate the risks associated with alcohol use and equip them with effective strategies for reducing the risk and harm associated with drinking in the college environment, particularly heavy drinking. This program is recommended as a best practice within the CollegeAIM by the NIAAA.

### **Campus-Wide Prevention and Social Activities:**

Other campus units are also actively involved in alcohol prevention activities. Residence Life sponsors educational programs regarding alcohol and other drugs in collaboration with the Wellness and Health Advocacy Office. All activities sponsored by organizations and departments on the UWL campus are alcohol-free and designed to give students the opportunity to connect with peers in a safe environment. The Campus Activities Board and University Centers sponsor educational programming and activities, which promote student interaction. Other organizations/groups that provide educational programming, national guest speakers or social activities include non-honorary fraternities and sororities and athletics. Various committees also collaborate to design and implement alcohol and other drug use prevention programming.

- **Wellness Advisory Committee:** This campus committee has met throughout the last ten years to address current topics and events, advise on the development of environmental, educational, enforcement, recreational/social and early intervention strategies aimed at reducing alcohol and other drug use, promote comprehensive well-being, and promote academic achievement. Members include faculty, staff, administrators and students.
- **UW - La Crosse Alcohol and Drug Working Group:** This committee was convened by Vice Chancellor Vitaliano Figueroa in Spring 2019 to support the success and well-being of UWL students by identify strategies to decrease the number students referred for liquor law and drug violations. The working group is composed of three subcommittees (Education & Prevention, Student Support, and Accountability & Sanctions) to support a multi-pronged approach to this critical issue.
- **UW System AODA Coordinator Group:** The Coordinator of Student Wellness is an active member of the statewide working group, which includes prevention coordinators from each UW campus. This committee's focus has been to coordinate practices, share resources, and develop statewide prevention standards.
- **La Crosse County Prevention Network:** The La Crosse County Prevention Network (LCPN) supports implementation of evidence-based strategies to prevent youth alcohol, tobacco, and other drug initiation and use by drawing on private, public, and individual resources for the implementation of multiple environmental strategies across multiple sectors.
- **CARE Team:** The CARE Team works to support students of concern and provide appropriate interventions for the well-being of the student and the safety of the university community. The team reviews critical incidents and students in crisis and includes representation from the following departments: Student Life, Student Health Center, Counseling and Testing, Residence Life, Student Success, Multicultural Student Services, ACCESS Center, and University Police, with others included as appropriate.

## **VII. Alcohol and Other Drug Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed**

- Increase prevention and intervention services. Additional resources, to include increased financial support, staffing and graduate assistantship resources, and continued administrative support are necessary to meet the growing need for these AODA activities.
- Develop greater coordination between the many individual units providing prevention services and student programming.
- Continue to explore ways in which greater numbers of faculty can be involved in prevention efforts.

- Continue to increase and improve prevention efforts through a cultural competency lens to ensure diversity and inclusion in programmatic and policy efforts.
- Improve collection mechanism for data from faculty, staff, and students.

### **VIII. Alcohol and Other Drug Goal Achievement and Objective Achievement**

- Provision of prevention and intervention services has increased somewhat. Increased financial support for staffing, in the form of graduate and undergraduate assistantships, was prioritized as a goal for this past biennium period. An undergraduate or graduate intern was employed for two out of the four academic semesters during the biennial review period.
- Greater coordination between the many individual units providing prevention services and student programming was fostered through the establishment of the Vice Chancellor's Alcohol and Other Drug Workgroup in the spring of 2019. COVID-19 had a significant impact on the ability to continue the work of this group starting in the spring of 2020.
- It has proven difficult to recruit faculty to be involved in prevention efforts, however, efforts were made toward this goal. Specifically, a website with resources for teaching faculty was created to assist them in interweaving prevention efforts into their regular course plan. That website can be viewed here: <https://www.uwlax.edu/wellness/alcohol-prevention-and-education/resources-for-faculty--staff/>.
- Increasing and improving prevention and intervention efforts through a cultural competency lens to ensure diversity and inclusion in programmatic and policy efforts is an ongoing goal. The coordinator has participated in cultural competency trainings to ensure that intervention efforts, in particular, are culturally competent. An ongoing review of how sanctions, and particularly the associated fees, are administered, especially for students from historically marginalized populations and low-income students.
- Collection of data from students has improved with a renewed focus on the administration of the American College Health Association's National College Health Assessment every three years, with the support of the University of Wisconsin System. Collection of data from faculty and staff remains a challenge; currently, the data collected regarding faculty and staff struggling with alcohol and/or other drug issues relates primarily to the utilization by employees of the Employee Assistance Program, where they have specifically named this as an issue of concern. Discussions are ongoing with Human Resources regarding continuing to support staff and faculty at the university.

### **IX. AOD SWOT/C Analysis**

The strength of the UWL prevention programs is directly related to the involvement and support of the many units on campus and in the community, who provide prevention and intervention activities. The following are examples of these strengths:

- Prevention activities are provided by many different units on campus including Wellness and Health Advocacy, Peer Health Advocates, Residence Life, Campus Activities Board, Athletics, non-honorary fraternities and sororities, and student organizations.
- A high degree of student involvement in the development and delivery of prevention education activities.
- An emphasis on alcohol-free social activities.
- A strong collaborative relationship with community task forces and groups involved in AODA services.
- Strong administrative support for AODA services.
- Increase in faculty involvement and partnership through first-year classes and Health Education Health Promotion classes.
- Improved coordination of existing student data between Residence Life, University Police, and Student Life.
- Administration of the American College Health Survey – National College Health Assessment every three years.
- Use of both web-based and in-person AODA programs for education and enforcement (sanctions).
- Implementation of Peer Health Advocate, Eagle Guide, and Residence Life programs to help incoming freshmen adjust to college life and make choices around alcohol use that align with their values and goals.
- Funding cuts due to COVID-19 disruption, the difficulty of centering AODA prevention work as a responsibility of many at the university, and the lack of focus on environmental strategies to reduce alcohol consumption remain challenges at the university for AODA prevention work moving forward.

## **X. Recommendations for next Biennium**

- Of utmost importance is the continued focus on ensuring that financial and personnel resources are preserved and expanded for AODA prevention work. Especially in light of funding concerns due to the disruption related to COVID-19, this work remains incredibly important. As we know, students' experiences with alcohol and other drugs are closely related to student well-being, which is related to retention of our students.
- Reframing AODA work as the responsibility of many partners across campus remains important in its own right, and especially so in light of reduced capacity and threats to funding. This reframing was continued this past biennium review period with the establishment of the AODA Workgroup and should continue in order to aid the future success of prevention and intervention initiatives.

## **XI. Goals and objectives for next Biennium**

- Renewed focus on environmental management strategies within the larger La Crosse community.
  - The National Institute of Alcohol Abuse and Alcoholism has identified that some of the most effective strategies for reducing consumption of alcohol by college students includes limiting student access to alcohol. For example, banning drink specials, raising alcohol taxes, and enforcing the minimum drinking age of 21 are noted to be particularly effective.

- Partnering with the La Crosse community more closely will be necessary to accomplish this goal. Potential partners include the Seven C's Health Initiative, which already focuses on public policy around alcohol use; the La Crosse Medical Health Science Consortium, which previously administered a Risky Drinking grant; and local policy makers and business leaders that care deeply about the health of the La Crosse Community.
- The Coordinator of Student Wellness will be primarily responsible for maintaining these relationships, with support from the Dean of Students, Vice Chancellor for Student Affairs, and AODA Workgroup.
- Targeting prevention education to specific student groups, such as athletes and fraternity and sorority members.
  - Already-established student groups, with strong social ties and the power to influence the actions of their peers, are an excellent group to target for prevention education efforts.
  - The use of the CHOICES program will be expanded, and programs will be offered to groups within these student populations.
  - The program will be facilitated by the Coordinator of Student Wellness and the Peer Health Advocates.
  - Timeline
    - March 2020: Program administered to members of fraternity and sorority life; student feedback gathered.
    - October 2020: Program administered to one athletic team; student feedback gathered.
    - December 2020: Extensive program evaluation and review of student feedback for program improvement purposes.
    - January 2021: Program editing and revising based on student feedback.
    - February 2021: Training of the Peer Health Advocates in the CHOICES program.
    - March 2021: Administration of the CHOICES program with at least 80% of fraternity and sorority life members.
    - April/May 2021: Administration of the CHOICES program with at least three athletic teams.
    - June 2021: Program editing and revising based on student feedback.
    - August 2021: Presentation of the effectiveness of the program based on student feedback and statistical analysis of learning outcomes.
    - School year 2021-2022: Continued administration and editing of the CHOICES program.
- Analyzing the impact of alcohol and other drug use on both student mental health and student academic success.
  - After data is received from the March 2021 administration of the American College Health Association's National College Health Assessment-III, data will be analyzed to determine metrics of students' well-being, including

their mental health and academic success, as correlated to their levels of alcohol and other drug consumption.

- It will be particularly important to examine the data for students from historically marginalized populations, such as LGBTQ+ students, BIPOC students, first-generation students, and low-income students, as there is evidence in the literature that these students experience harms from alcohol differently than their white, affluent peers.
- This data will be presented to the AODA Workgroup in May of 2021 to illustrate opportunities for additional support for all students regarding prevention of alcohol and/or other drug use.

## **XII. Conclusion**

- Many goals from the previous biennium, including increased collaboration across the university, the collection of more information regarding AODA use and consequences for our students, and provision of services for prevention and intervention across the university were met or remain a focus moving forward for the next biennium. At the University of Wisconsin – La Crosse, there is a strong focus on this work, as it is well known that AODA use impacts almost every area of students' well-being. An opportunity to continue to fund and sustain this work is especially prevalent as we move forward during the time of COVID-19. New goals include expanding the targeting of prevention programs to specific student groups, utilizing the data collected to help guide strategy planning and priorities, and working within the community of La Crosse to support additional environmental strategies moving forward to limit student consumption of alcohol.

## **ADDITIONAL MATERIALS**

University of Wisconsin - La Crosse Annual Security Report and Fire Report available at: <https://www.uwlax.edu/student-life/student-resources/annual-security-report/>.

## Appendix A: University of Wisconsin - La Crosse Standards of Conduct and University Sanctions Concerning Illicit Drugs and Alcohol

### **Standards of Conduct:**

The University of Wisconsin System and UWL prohibit the unlawful possession, use, distribution, manufacture or dispensing of illicit drugs and alcohol by students and employees on university property or as part of university activities.

UWL recognizes alcohol and other drug abuse as a problem prevalent throughout society. This is a matter of concern at an academic institution because it interferes with the activities and education of students and the performance of faculty and staff. The University recognizes that college students exercise personal discretion regarding alcohol and drug use. UWL, consistent with its mission as a public institution of higher education, is committed to providing education about the effects of alcohol and other drugs in a wide variety of settings and formats, assisting individuals who have developed patterns of abuse to lead more constructive and healthy lives, and upholding the law. In those circumstances where students, as a result of patterns of abuse, endanger themselves or others, the University will assist in providing professional help. This may require remediation, and the appropriateness of continued enrollment may be examined. This commitment is carried out in an environment which is educational and supportive in nature and designed to bring about positive changes in behaviors and attitudes.

### **University Sanctions:**

The use or possession of alcoholic beverages is prohibited on University premises, except in faculty and staff housing and as expressly permitted by the chief administrative officer or under institutional regulations, in accordance with UWS 18.09(1)(a), Wis. Adm. Code. Without exception, alcohol consumption and procurement are governed by Wisconsin statutory age restrictions under UWS 18.09(1)(b). Wis. Adm. Code.

The unlawful use, possession, distribution, manufacture, or dispensing of illicit drugs ("controlled substances" as defined in Ch. 961, Wis. Stats.) is prohibited in accordance with UWS 18.09(1), Wis. Adm. Code.

Violation of these provisions by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under s. UWS 17.04(1) (b), Wis. Adm. Code. University employees are also subject to disciplinary sanctions for violation of these provisions occurring on University property or the worksite or during work time, up to and including termination from employment. Disciplinary sanctions are initiated and imposed in accordance with applicable procedural requirements and work rules, as set forth in Wisconsin statutes, administrative rules, faculty and academic staff policies, and collective bargaining agreements. Referral for prosecution under criminal law is

also possible. Further, violations of ss. UWS 18.09 Wis. Adm. Code may result in additional penalties as allowed under Ch. UWS 18, Wis. Adm. Code.

UWL Policy requires of employees who are convicted of a crime related to alcohol or other drug to report to their dean, director, or department chair within 5 days of the conviction if the employees are employed by the University at the time of the conviction. The dean, director, or department chair will immediately notify the Office of Human Resources of any employee convictions to ensure any further necessary action/notification is taken. The Drug-Free Workplace Policy is available at: <https://www.uwlax.edu/human-resources/drug-free-workplace-policy/>.

**Parent/Guardian Philosophy:** The University of Wisconsin - La Crosse acknowledges the role and importance of parents and guardians in the success of our students. We are committed to recognizing and responding to the concerns and suggestions of parents or guardians by:

- Sharing student information with parents and guardians to the extent permitted by UWL policy, Federal and State law.
- Communicating opportunities about student learning, student development, university processes and resources.
- Listening and hearing various perspectives from parents and guardians.

**Parent/Guardian Notification Policy:** The University of Wisconsin - La Crosse strives to create a balance between honoring the personal growth and responsibility of its students as they learn to establish their own independence with that of providing parents and guardians with the sensitive/appropriate information they need to know in order to advise their students effectively.

Parents and guardians of students under the age of 21 may be notified when their student has violated any Federal, State or local law or the UWL La Crosse Code of Conduct with regard to the possession or use of alcohol or other controlled substances. Notification (regardless of the student's age) of parents, guardians and other appropriate individuals may also occur when a student's behavior poses a serious risk to the health, safety or well-being of the student and/or other persons. Circumstances leading to notification may include, but are not limited to the following:

- A student endangers him/herself or others while under the influence of alcohol or other controlled substances (i.e., this may include alcohol poisoning, hospitalization, battery, or operating while intoxicated).
- A student who committed a violation of law or the Code of Conduct with respect to the possession or use of alcohol or other controlled substances required medical intervention or transport to a detox facility, hospital or similar facility as a result of the consumption of alcohol or a controlled substance.
- The occurrence of an arrest in cases in which distribution/supply of alcohol or other drugs is found.



- When an administrator determines that an additional violation of law or the Code of Conduct with respect to the possession or use of alcohol or other controlled substances will likely result in the student's suspension or expulsion from the university.
- When an administrator determines that an additional violation of law or the Code of Conduct with respect to the possession or use of alcohol or other controlled substances will likely result in the student's removal from university housing.
- The violation or behavior suggests a pattern of alcohol or controlled substance use.
- When a student has attempted suicide or has engaged in suicidal demonstrations/ideation and staff feel the student may be a danger to himself or herself, or other students.

### **Health Risks:**

There are significant risks associated with the use of alcohol and drugs. These risks include impaired academic or work performance; financial problems; poor concentration; blackouts; conflicts with friends and others; vandalism, theft, and murder; sexual assault and other unplanned sexual encounters; partner and child abuse; sexually transmitted diseases; HIV/AIDS; and unusual or inappropriate risk taking which may result in physical or emotional injury or death.

**Alcohol Consumption:** Misuse of alcohol and other drugs can result in a number of personal, relational, physical and academic problems. Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood of alcohol-related accidents, including motor vehicle crashes. Moderate to high doses of alcohol cause marked impairment in higher mental functions and severely alter a person's ability to learn and remember information. Alcohol poisoning can occur if large amounts of alcohol are consumed in a short period of time. The potential for alcohol overdose increases if alcohol is combined with other drugs. Heavy use of alcohol is the leading cause of serious injuries among college students. Alcohol abuse that becomes severe over time is given the medical diagnosis of Alcohol Use Disorder. As defined by the National Institute on Alcohol Abuse and Alcoholism (2017), "Alcohol Use Disorder (AUD) is a chronic relapsing brain disease characterized by compulsive alcohol use, loss of control over alcohol intake, and a negative emotional state when not using." A person may give up usual activities and responsibilities during this time in order to use alcohol, and this can have a serious impact on academic performance. Long-term alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory disorders and impairment of the central nervous system.

**Drug Usage:** UW-System, state, and national data indicates that the misuse of prescription drugs among college students is increasing. The use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration. The use of marijuana also may cause lung damage, paranoia, and possibly dependence. The use of narcotics, depressants,

stimulants, and hallucinogens may cause nervous system disorders and possible death as the result of an overdose. Illicit inhalants can cause liver damage.

**Suicide:** Suicide is the second leading cause of death among college students in the United States. Sadly, nearly 1100 college students take their lives every year. According to the National Institute on Alcohol Abuse and Alcoholism (2007), between 1.2 and 1.5 percent of students indicate that they tried to commit suicide within the past year due to drinking or drug use (Presley et al., 1998). Alcohol and drug use are significant risk factors for suicide as they lower inhibitions and exacerbate symptoms among those students suffering from a mental illness, such as anxiety or depression. Students, especially male students, may turn to alcohol and drugs to self-medicate symptoms associated with these disorders. Untreated depression is the number one cause of suicide. Chemical dependency and substance abuse often co-exist with depression and anxiety. All of these disorders are treatable. Suicide is preventable.

### **Counseling and Treatment Services for Students and Employees:**

For students, the Counseling and Testing Center provides many services for those with mental health issues. These services and resources are listed in a brochure that is available to the campus community and the Counseling Center webpage at <http://www.uwlax.edu/counseling-testing>. Among the counseling and treatment services are alcohol screenings and individual therapy. Consultations are also provided to students, faculty, and staff concerned about the substance use of a friend, family member, or co-worker. The Student Health Center supports students by utilizing the Screening, Brief Intervention, and Referral to Treatment model to connect students in need with resources. Students requiring more intensive or longer-term assessment and treatment for AODA issues are referred to AODA providers in the community. With respect to underage drinking citations, the circuit and municipal courts may dismiss or reduce fines and waive a driver's license suspension if the student undergoes an off-campus AODA assessment and pays their fine on time.

For employees, the Office of Human Resources has provided web-based publications and information regarding substance abuse in the workplace for University employees and supervisors. These materials provide instruction, education and support for supervisors assisting employees struggling with drug or alcohol abuse. The Employee Assistance Program provides a source of confidential referral for staff and faculty who may be having trouble with a chemical use/abuse-related issue. Employees receive a monthly HR Newsletter, which has addressed alcohol and drug abuse issues. Quarterly reports from the EAP provider help the campus track the drug-related assistance that is sought and being provided through our outsourced EAP for UWL employees and their families. All UWL offices receive EAP posters, with card holders attached and filled with EAP business cards. All EAP information is also available online at <https://www.uwlax.edu/human-resources/services/employee-relations/employee-assistance-program/>. This makes access to EAP resources more visible and readily available to our employees.